

## REACH Edmonton Job Posting

### Community Initiatives Director (Diversity, Equity, Inclusion and Belonging, DEIB)

#### What's the opportunity?

REACH Edmonton is looking to fill two director positions for its Community Initiatives and this post is focused on hiring a candidate that has expertise in the areas of Diversity, Equity, Inclusion and Belonging. We also have another posting for Director, Community Initiatives with a focus on data and evaluation. You will be considered for either position, unless otherwise specified.

REACH Edmonton is involved in many initiatives that seek to increase the safety and well-being of the diverse communities we serve. REACH has over 20+ initiatives that explore the areas of gang prevention, non-emergency crisis diversion, out of school time programming, community engagement, trauma informed training, front line support and newcomer/refugee support.

#### Who's involved?

Community Initiative Directors are embedded in the REACH Leadership team and work closely with REACH Staff to further the work of our initiatives. As an organization that values community collaboration, Community Initiative Directors work closely with external initiative partner organizations to implement the work.

#### Commitment to Equity

*REACH Edmonton is committed to diversity, equity, inclusion and belonging; and strives to be an organization that reflects the rich diversity of our community.*

*REACH acknowledges the work it does in Treaty 6 Territory. Together we acknowledge all the many First Nations, Metis and Inuit whose footsteps have marked these lands for centuries.*

#### Statement of Preference

All interested parties are encouraged to apply. To follow through with REACH's commitment to equity, diversity and inclusion, we are actively looking for candidates who come from diverse cultures and communities.

We believe our work is stronger when it benefits from the experience, knowledge and wisdom of people who have faced systemic barriers.

### **A bit about us**

REACH is Edmonton's Council for Safe Communities. We are an organization that strives for collaborative and collective community impact. We support and bring together organizations, community groups and Edmontonians to co-develop solutions to make Edmonton a safer city for everyone. We partner on prevention strategies that address the root causes of conditions that place children, youth and families at risk of environments that are unsafe and bring harm. For more information visit [REACHEdmonton.ca](http://REACHEdmonton.ca)

### **A bit about you**

As Director Community Initiatives (DEIB), you will be responsible for providing strategic direction and leadership for community initiatives. You will provide direction, vision and inspiration to staff and stakeholders on community safety. You will collaborate and provide recommendations and implement strategies with a wide variety of partners, both internally and externally, to create impactful and longlasting strategies and programs.

The Director Community Initiatives (DEIB) acts as subject matter expert, change agent, influencer, thought leader, key enabler, and champion of our commitment to fostering a workplace culture and environment that is inclusive, diverse and equitable. You will provide progressive leadership to create and manage our Diversity Equity Inclusion Belonging mission involving strategic planning, coordination and communication of key activities, event and resources management, awareness and training, and reporting program progress and metrics.

The Director Community Initiatives (DEIB) provides leadership support to the REACH Immigrant and Refugee Initiatives (RIRI) and the Coalitions Creating Equity (CCE) initiatives.

### **Interested? Apply before March 17, 2023**

To apply for this position, email a resume to [hr@reachedmonton.ca](mailto:hr@reachedmonton.ca).

**Community Initiative Director (DEIB) Requirements:**

- Lived experience and/or formal education in a related field with solid knowledge and working experience with diversity and inclusion initiatives, change management, strategy development and leadership programs.
- Demonstrated track record of success in leading, influencing and executing on significant multiyear initiatives.
- Passionate, dynamic and strategic leader, with a proven track record of harmonizing strategy, programs and experiences, and ability to influence at all levels.
- Excellent oral and written communication skills which include preparation of reports, funding proposals, public speaking and creative use of the internet.
- Experience with program evaluation and working with evaluators. This includes exposure to different evaluation types, for different purposes. Training in program evaluation is preferred.
- Expertise in building sustainable business relationships with all levels of leaders and stakeholders through trust, respect, competence and confidence.
- Flexible self-starter who uses profile, relationships and institutional knowledge to engage the right people to affect the right outcomes.
- Ability to bring challenging topics to the table in a constructive way and engage stakeholders in creating viable impactful solutions.
- Ability to confidently represent the REACH organization both internally and externally.

**Selection Process:**

Applications will be shortlisted by a diverse panel.

**This is for 1 full-time salary position**

**Start Date – May 1, 2023**

**Salary range: \$100,000 – 112,500**

Salary will be based on experience and qualifications

To Apply: Please email your resume and cover letter to the attention of **hr@reachedmonton.ca**

We thank you for your interest in REACH Edmonton, and appreciate the effort required to apply for this position. Applicants will be contacted by **hr@reachedmonton.ca** if they are selected for an interview.